

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

JANUARY 16 - 17, 2003

9:00 AM

MINUTES

THURSDAY SESSION

Chairman LaFrank Newell called the meeting to order at 9:15 a.m. Greetings were given by Kerry Ivey, Labor & Industries Region 1 Regional Administrator. The roll call was taken and a quorum of members were present.

MINUTES: M/S/C October 17 & 18, 2002 as written.

CERTIFICATES OF MERITORIOUS SERVICE:

<u>Name</u>	<u>Organization</u>
John Burnett (previously issued)	Western Washington Operating Engineers Training Program
Peter Fluetsch (previously issued)	Western Washington Sheet Metal JATC
Jesse Lill	Washington State Apprenticeship and Training Council
Timothy O'Leary	Eastern Washington / Northeast Oregon Area Plumbers, Steamfitters and Refrigerator Fitters Apprenticeship Committee

CORRESPONDENCE: M/S/C as presented

REPORTS:

State Board for Community and Technical Colleges

Rebecca Rhodes reported that the State Board dedicated 10 percent of our enrollment growth, specifically to fund growth in apprenticeship programs and the development and expansion of apprenticeship. A portion of these funds were set aside for colleges in apprenticeship programs to apply for throughout the year as needs arose. Currently we have 55 FTE left in that reserve pool, and we will be allocating that out to colleges based on the same formula that we allocated the original 400 FTE, which is based on their share of apprenticeship enrollment over the past two years.

The governor's proposed budget that's been out there doesn't include any new enrollment growth for the community and technical colleges and for the apprenticeship continued growth in the FTE's. That means we'll also remain at the 450 level for those FTE's. There won't be any additional FTE's based on his proposed budget at this time. The governor's proposed budget does include nine percent tuition increases for each year of the biennium.

I would like to share with you an update that, based on the 1997 agreement between the apprenticeship community and the colleges, the contract and rent rates are adjusted every biennium based on the college's budget. So once we have a final budget from the state, the rates for the next two years will be finalized and we'll get those numbers out.

Workforce Training and Education Coordinating Board

Ellen O'Brien Saunders reported:

The first thing I'd like to do is to introduce to you a very important member of our staff that I brought to this meeting with me today, and that's Mary Reister. Mary is the executive assistant in our office and keeps us all sane and helps the board to operate smoothly; and I thought it would be well, every once in a while, to get Mary out of Olympia, so she's in Bellingham.

I want to thank the apprenticeship community for participating in the board's conference in November. This was an extraordinarily successful event that the board hosted with many other partners. We had well over 600 people in attendance, exploring a wide range of issues associated with developing and utilizing the skilled workforce and meeting employer needs now and in the future. The board had originally decided this would be a biennial event, however, they had so much fun and felt it was so beneficial that we're going to do it again. We don't have a date or a place yet.

We are looking at the same number of people and the same high quality. So I want to just alert you that in the fall, probably in November of '03, we'll be hosting such an event. I was very interested that the host, who mentioned her mother's participation in apprenticeship many, many, years ago, mentioned the results that we know are there for apprenticeship programs. I brought a few copies of this workforce training results executive summary.

This information is on our Web site, but frequently I think it's nice to have something in your hands. They're on the back table. We did not necessarily bring enough for everybody, but it's kind of a first come, first serve, and then if we run out, please contact our office and we would be happy to send people one. This lays out not only the results for apprenticeship but the results for other programs in the workforce development system.

In a nutshell, every program that we've evaluated this year has some positive benefits for the participants as well as for the state, long-term investment. This demonstrates, I think, to anybody who's worrying about whether or not these are sound investments, they are sound investments indeed.

Apprenticeship, of course, is supported privately, and we know that, and we recognize that; but the part of the program that is supported through public dollars, obviously, pays off big time. Big time – we're going to say that over and over again.

Another little short publication called "Measuring Our Progress" that we put together to give a broad-based to policymakers, citizens, legislators, an understanding of how we're doing as a state generally, in wages, in productivity, et cetera, and how our programs are doing. This publication tries picks some of the key measures and measure them over time and report to the public.

Employment Security Department

Nancy J. Mason read Kathy DiJulio's report into the record:

"This month Employment Security would like to report on the following projects that may be of interest to the members of the Apprenticeship and Training Council. These activities reflect current planning, funding, and the efforts that are being taken by partners in the workforce development system.

Targeted Industry Partnerships (TIP): On December 3rd, 2002 the Employment and Training Division released the Targeted Industry Partnerships, known as TIP, application guidelines. This round is round four of our incumbent worker training programs, Industries of the future.

TIP will provide funds for incumbent worker training in industry clusters and regions identified by a study conducted by Paul Sommers and Deena Heg. The goals of the training are to upgrade incumbent worker skills, promotion, wage increases, layoff prevention and to assist businesses by improving their ability to stay competitive in today's global economy.

The Workforce Development Councils are applicants for these WIA funds. These proposed projects should reflect collaboration between training providers, employers, apprenticeship or union representatives, if appropriate, and other workforce development partners. Letters of intent to apply are due the 15th of January and complete applications are due on March 31st, 2003.

Previously Funded Projects Serving Apprentices: The two Industries of the Future training projects, funded during round two that provided apprenticeship training are doing well. They have enabled hundreds of apprentices to attend training provided by the Western States Engineers Training Institute. Members of our staff recently visited the training center, located in Spangle, and were very impressed with the institute's staff and the facilities. They were particularly impressed with the training director's knowledge and enthusiasm regarding apprenticeship training and the entire staff's commitment to providing a quality experience for students attending the institute. This project focuses on job retention and training leads to certification. It is expected that those who complete training will attain an average wage increase of at least 9 percent.

Local WDC Efforts: In Pierce County, MultiCare, in partnership with labor, Clover Park Technical College, and the WDC, recently completed their Health Care Unit Coordinator apprenticeship standards. They submitted these standards for your approval. The WDC has received some funds from the Workforce Training Education Coordinating Board skills panel to begin implementation as soon as the standard is approved. They have also submitted a proposal to the Department of Labor on other possible apprenticeship training they would like to do.

If things go as planned in Pierce County, residents will benefit from increased training opportunities in the areas of Health Unit Coordinator, Computer Tomography, and Magnetic Resonance Imaging."

Any questions, please contact Kathy DiJulio at Employment Security.

Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore read into the record a letter from Ron Johnson, OATELS Regional Director.

“Dear Mr. Woods:

Thank you for your January 18, 2002 letter responding to the 1999 U.S. Department of Labor, ATELS’s review of Washington State’s federally approved State apprenticeship system. We commend the leadership of the Washington State Apprenticeship and Training Council (WSATC) and the Washington State Department of Labor and Industries Apprenticeship Section (L&I) for developing a comprehensive process to address the findings and recommendations of the ATELS review cited in our August 27, 1999 letter to the Council.

On paper, our concerns regarding equal access to apprenticeship have been addressed. However, in practice, new concerns have emerged and we believe they need to be addressed. In keeping with our oversight responsibility, we request that you consider recommendations provided to help the WSATC minimize the cost, in time and resources, of the process for the apprenticeship consumer, while generating the objective information and analyses the WSATC needs to make its decisions.

First, we recommend that the WSATC define what constitutes a valid “objection,” by issuing criteria for what objections warrant recourse to the Administrative Law Judge (ALJ) process. In particular, we suggest that a program requesting new standards not be referred to an ALJ where the objection states that a particular occupation is not apprenticeable even though the occupation has been previously approved. Unfortunately, such an objection would currently be sent to an ALJ, without question, imposing months of processing delay and costly attorney fees on the potential apprenticeship sponsor.

Another example is where an approved sponsor requests geographical expansion. Currently, an objection to the expansion automatically sends the request through the ALJ process, for a complete review of the standards as if they were being approved for the first time. The real, legitimate, concerns (will the training agents be providing reasonably continuous employment; on the job training; and will the apprentice be able to satisfy the related classroom training component) can be addressed by the WSATC.

The WSATC has the authority to serve as a gatekeeper to the ALJ process and should use that authority to set clear criteria for what constitutes a credible objection. We would also suggest that the WSATC give very specific guidance and direction to the ALJ as to the scope of review and what issues should be reviewed. The members of the WSATC have the knowledge, experience and authority to evaluate a proposed program against the criteria for registration.

We believe these suggestions could be implemented as a policy decision of the WSATC. Effective action would insure the Washington State apprenticeship system is accessible (as intended by the federal review) to all who want to participate in and/or sponsor high quality training programs. Existing and potential programs should be encouraged, not discouraged from participation. Therefore, it makes sense to eliminate those ALJ proceedings and barriers to participation that do not effectively advance the apprenticeship system.

ATELS supports the efforts of the WSATC and L&I. We feel that addressing our concerns will serve to make apprenticeship in Washington State stronger and continue the State’s role as a leader in the National Apprenticeship System. We consider ourselves a partner with the WSATC and L&I in this endeavor and look forward to continuing our work together.

Sincerely, Ronald M. Johnson, Region 6 Director (San Francisco and Seattle)”

I appreciate that the Council does have this on their agenda to address from my comments at the last meeting. This is the letter that was to accompany those comments. We're not trying to tell you how to do it or what to do. We're just simply encouraging you to address these concerns and that all apprenticeship stakeholders are heard in the process. And we thank you for considering this.

Office of Superintendent of Public Instruction

none

Higher Education Board

Gary Allin reported that we're continuing with our duties of approving and overseeing programs of training for apprentices and on-the-job trainees throughout the state who wish to use their veteran's education benefits. In this new fiscal year, we've accepted applications and are in the process of reviewing and approving applications from police departments, programs for electronics communications apprentices, firefighters, medical lab technicians, farm equipment mechanics, roofers, just to name a few, a wide variety of apprentices and OJT programs. With the current situation throughout the world with reservists and National Guardsmen being called up, that's affected a number of apprentices throughout the state who are using their GI Bill benefits. And if any employers, apprenticeship programs have any questions about how that affects their documentation for benefits, please call our office. We would be glad to help you out with that.

If you have any new certifying officials in your programs that need assistance with the documentation of veteran's benefits, our office is available any time during the workday in the workweek to answer any questions you have. In addition to apprenticeship and OJT programs, we also oversee programs at colleges and universities throughout the state. And I've been receiving numerous requests from certifying officials at colleges for information on apprenticeship programs. A number of students are seeking alternate education experiences, training. And the counselors at the schools are getting more requests for apprenticeship programs. So I've taken the liberty of passing on our contact information for our approved apprenticeship programs and making that available to the counselors at colleges so the word can get out that these types of training programs are also available for the veteran students.

Labor and Industries Affirmative Action Advisory Committee

Lisa Rose reported that the affirmative action committee met yesterday afternoon directly after the coordinators' meeting. The guest speaker was Jane Lowe-Webster with Bellingham Technical College. She spoke about "The Road Less Graveled," which will be held at Bellingham Technical College, February 5th and again on March 4th.

It's a collaborative effort between several agencies and educational organizations. The events include hands-on demonstrations, panel discussions, and opportunities and apprenticeship programs for women.

Anyone interested in participating is encouraged to call Jane at (360) 738-3105, extension 441. Apparently this has been a very successful event. Lee Nugent, with the ironworkers, commented that he got several very good women from the last time they held this event.

Nancy J. Mason announced that at the April Labor and Industries Affirmative Action Advisory Committee, we will be doing an actual training and have some input on affirmative action issues, civil service, how to recruit and retain women and minorities in apprenticeship. She would ask Council members Crow, Nichols, Crane, and Kaiser assist the Department in planning that April session.

Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade

Nancy J. Mason reported that the ARTS upgrade continues to progress. Hopefully it will be done by the April 2003 rollout date.

General Administration, State of Washington

John Lynch reported: We've been under the governor's executive order for apprentices for a couple of years now and this green sheet that is out on the table in the lobby is a report of the status of those projects that we have issued so far with mandatory apprenticeship participation. There are 21 projects, of which the first six are now completed and amounted to \$33 million of work. And on those first six projects, the total apprentice participation in terms of hours is 21.3 percent. So we've more than doubled what the goal was on those first projects.

Those are on one side of the sheet. On the other side are the projects in work, and there's \$163 million of construction in those projects. We are attaining about 14 percent so far on those projects, and they're in various stages of completion.

A few other things that are going on – This month, under the executive order, the goals change from 10 percent to 12 percent, so new contracts will have a 12 percent requirement. We are also asking contractors to provide more data to us concerning the individual apprentices, their apprentice numbers, and which subcontractors they're working for, so we begin to collect information on contracts issued after last summer. We don't have much yet coming in on that, but we will have more information as that goes along. I am encouraged that the capital budget for the next year - or the next biennium is not in the bad shape that the operating budget seems to be in. We're expecting about the same level of capital projects in this next budget session as we've seen in past biennia. And for our department, we're actually going to see more work. According to the governor's budget, the community colleges will have a bit more construction than they usually have, and we also have a very large amount of work at the penitentiary in Walla Walla, Southeast Washington.

Oregon State Apprenticeship and Training Council

none

Washington State Coordinators' Association

Bill Bowser, representing the Washington State Coordinators' Association, reported that they had their meeting yesterday, January 15th, at 1:00 p.m. at the Mount Baker Room.

Nancy Mason, Program Manager, gave her report and answered questions regarding the new indenture agreement forms and the new training agent forms as well as distributed the draft policy revision for the objections to standards and adjudicative procedures that the Council may be reviewing this morning.

Anne Wetmore with ATELS gave her report and gave some clarification on the SIC and SOC codes that appear on the new L & I forms.

Kevin Managhan gave a report for Chuck Danner for the Eastern Washington Coordinators' Association.

Lee Nugent, Chairman of the Western Washington Coordinators' Association, also gave a report. One of the items he addressed was his desire for the Western Washington Coordinators' Association to increase a level of communication with Nancy Mason's office and her staff.

We also discussed - the State board set aside FTE's, and we're very thankful that the State Board is going to be able to maintain the level of support to apprenticeship for the next biennium. The coordinators would like to have input as to the distribution of those FTE's. I certainly understand that we could not direct, but we could recommend, and we would like to be able to recommend. Also talked about learning where those FTE's went. The coordinators would like confirmation that these FTE's actually made it to bona fide apprenticeship programs.

Secretary, Washington State Apprenticeship and Training Council

Nancy J. Mason shared that Mr. Woods sends his best regards to the Council for a successful meeting and apologizes for not being here.

Patrick would like to extend his most sincere appreciation and thanks to Jess Lill for his 23 years of service and the dedicated service to this apprenticeship community. Jess has certainly witnessed some dramatic change, shall we say, from 1979 to 2003. Patrick welcomes the new council member Reginald Kaiser, who is actually a returning council member.

As we wish Gary Moore all the best in his new job as the lead negotiator for the new state collective bargaining contracts, we welcome new L & I Director Paul Trause to Labor and Industries from the Employment Security Department, and we look forward to Paul joining us for an apprenticeship council meeting in the near future. Both Gary and Paul have huge responsibilities these next several years as the state wrestles with a very difficult financial and economic future.

In supporting the Pierce County Health Care Alliance, Washington State applied for and received a \$50,000 grant from the state of Wisconsin offered by the United States Department of Labor and NASTAD. We will be combining those funds with the other funds with the health care alliance to try to make a model in health care in Pierce County that we will then be able to replicate with the other health care providers around the state of Washington.

There are two proposed bills concerning apprenticeship that we need to be paying attention to in the legislative session. One is concerning the grading and ungrading status of apprenticeship classes, the other concerning advanced degrees becoming part of the apprenticeship system.

These bills will place apprenticeship more into a modern educational thinking that lifelong learners need to be getting credit for all the different work we do in educational settings. Apprenticeship is certainly a structured, formal education setting that should lead to graded

classes and advanced degrees. So please pay attention to those two bills that Representative Velma Veloria has proposed.

WSATC Affirmative Action Subcommittee

Pete Crow reported that yesterday Council members Pete Crow, Karen Carter, LaFrank Newell, Melinda Nichols sat as the Affirmative Action Subcommittee.

On unfinished business the Washington State Firefighter Apprenticeship Committee asked for assistance in interpreting the affirmative action rules and their application to the committee. The Washington State Firefighters are applying for a statewide firefighter standard and had questions about their responsibilities as far as affirmative action for all the fire districts throughout the state that will be part of the apprenticeship committee.

The Washington State firefighters were instructed that, as program sponsor, they will be responsible for the affirmative action plans and that the fire districts will be just like training agents. They will be responsible to the committee to carry out the goals for women and minorities in the Affirmative Action Plan.

Thirty-three programs were reviewed for their affirmative action progress. Most of them were approved, and I have a detailed written report that I want to submit for the record. Also, I would like the Council to note that there were many affirmative action awards earned and the affirmative action awards will be distributed by mail.

My council report is now going to be passed forward, and I ask the Council to adopt it tomorrow:

UNFINISHED BUSINESS:

1. Request by Washington State Fire Fighter Apprenticeship Committee for assistance in interpreting the affirmative action rules and their application to this committee.

The Affirmative Action Subcommittee explained to Washington State Fire Fighters Apprenticeship Committee that the program sponsor is responsible for carrying out the affirmative action plan. The sponsor needs to remind all training agents that they have part in this responsibility and the WSATC will expect the program sponsor to deal with individual districts (training agents) that do not support the goals for women and minorities and the affirmative action plan.

OLD BUSINESS (AA REVIEWS):

2. Bremerton Area Plumbers and Steamfitters Apprenticeship Committee
(West Sound Pipe Trades Apprenticeship Committee)
M/S/C to find in compliance for 1999 / 2000 for women and minorities by good faith effort.
3. City of Tacoma - Light Division Apprenticeship Committee
M/S/C to request this committee to attend the next Affirmative Action Subcommittee meeting in April 2003 in Chelan and submit an affirmative action plan on how their program is going to recruit applicants so that a better pool of applicants can be created and maintained for their program.
4. City of Tacoma - Water Division Apprenticeship Committee
M/S/C to accept their 6-month update report.

5. Eastern Washington, Northern Idaho, and Montana Asbestos Workers Apprenticeship Committee
M/S/C to approve their 6-month update report and continue to work with them to monitor their progress and give whatever assistance is possible from the Department and get another 6-month report after the completion of the 2001 / 2002 compliance review.
6. Grays Harbor Area Carpenters, Mill & Cabinet Makers Apprenticeship Committee
M/S/C to accept their 6-month update report.
7. I.E.C. of Washington Apprenticeship and Training Committee
M/S/C to have 2001 / 2002 compliance review completed and then have the committee come back.
8. IBEW Local Union #76/Southwest Washington Chapter N.E.C.A. Apprenticeship Committee
M/S/C to accept the committee's 6-month update.
9. Inland Northwest Masonry Apprenticeship Committee
M/S/C to have the committee come back in six months, with the 2001 / 2002 compliance review completed, with an update of how the program is progressing.
10. Pierce County Roofers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort.
11. Simpson Timber Company Woodworkers Lodge W38 Apprenticeship Committee
M/S/C that the 2001/2003 AA Compliance Review be completed on their program for the April 2003 AA Subcommittee Meeting and that their program, working in conjunction with their Labor and Industry's Apprenticeship Coordinator, submit an affirmative action plan on how their program is going to recruit applicants so that a better pool of applicants can be created and maintained for their program.
12. Tacoma Machinists Apprenticeship Committee
M/S/C to have the committee report back with a progress report in six months.
13. Tacoma Millmen and Cabinet Makers Apprenticeship Committee
(Seattle/Tacoma Millmen and Cabinet Makers Apprenticeship Committee)
M/S/C to have the committee come back in six months after the 2001 / 2002 compliance review is completed.
14. Western Washington Lathing, Acoustical & Drywall Systems & Thermal Insulation Installers Apprenticeship Committee
M/S/C to accept their 6-month update report and to come back after the 2001 / 2002 compliance review has been completed.

NEW BUSINESS (AA REVIEWS):

15. Boeing/IAM Joint Apprenticeship Committee, The
M/S/C to find in compliance for 1999 / 2000 for women by good faith effort and for 1999 / 2000 for minorities by numbers.
16. Clark County P.U.D. No. 1 Apprenticeship Committee
M/S/C to find out of compliance for 2000 for women and minorities and have the committee submit an affirmative action plan on how their program is going to recruit applicants so that a

better pool of applicants can be created and maintained for their program at the July 2003 Council meeting in Vancouver.

17. Dispensing Optician Joint Apprenticeship and Training Committee
M/S/C to find in compliance for 1999 / 2000 for women by numbers and for 1999 for minorities by good faith effort and for 2000 for minorities by numbers.
18. Georgia Pacific and the AWPPW Local #5 Apprenticeship Committee
M/S/C to find out of compliance for 1999 / 2000 for women and minorities. Program to develop and submit in six months an affirmative action plan on how their program is going to recruit applicants so that a better pool of applicants can be created and maintained for their program. If their program is not capable of making progress, it is very possible that they could face sanctions.
19. Longview - Kelso Carpenters and Millwrights Apprenticeship Committee
(Oregon & Southwest Washington Carpenters JATC Region 10)
M/S/C to find in compliance for 1999 for women and minorities by numbers and for 2000 for women and minorities by good faith effort.
20. Northwest Line Constructors Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for women and minorities by good faith effort.
21. Power Line Clearance and Tree Trimmers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for women and minorities by good faith effort.
22. Puget Sound Energy Company Apprenticeship Committee
M/S/C to take no action for 1999 / 2000 compliance review due to inactivity and that this compliance review is concluded. The program is to return to the July 2003 Council meeting in Vancouver, after their 2001 / 2002 compliance review is completed.
23. Saint Gobain Container/GMP In-Plant Apprenticeship Committee
M/S/C to find in compliance for 2000 for minorities by numbers and for 1999 for minorities by good faith effort and for 1999 / 2000 for women by good faith effort.
24. Seattle Area Roofers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort.
25. Seattle Culinary Apprenticeship Committee
(Washington State Culinary Arts Apprenticeship Committee)
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort and present an affirmative action plan after their 2001 / 2002 compliance review is completed.
26. Seattle Heat and Frost Insulators and Asbestos Workers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for women and minorities by good faith effort. Review the committee after the 2001 / 2002 compliance review is completed.
27. Signal Electric Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort. Review the committee after 2001 / 2002 compliance review is completed.

28. Vancouver Carpenters Apprenticeship Committee
(Oregon & Southwest Washington Carpenters JATC Region 9)
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort.
29. Western Washington Carpet, Linoleum & Soft Tile Layers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort.
30. Western Washington Operating Engineers Facilities Custodial Services Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 for women by numbers and for 2000 for women by good faith effort.
31. Western Washington Plasterers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort and that the program will work with their L&I Apprenticeship Coordinator to develop and implement an effective affirmative action plan and give us a report after their 2001 / 2002 compliance review is completed.
32. Western Washington Stationary Engineers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 for minorities by numbers and for 1999 / 2000 for women by good faith effort. Program is to submit a report to the AA Subcommittee on how the affirmative action plan is being carried out after their 2001/2002 AA Compliance Review is completed.
33. All Oregon based programs:
 - AGC, IUOE #701 Engineer Training Apprenticeship Committee
 - Area 1 Inside Electrical Apprenticeship Committee
 - Limited Energy JATC
 - NECA-IBEW Electrical JATC
 - NW Oregon and SW Washington Sheet Metal Workers Apprenticeship JATC
 - Oregon & Southwest Washington Cement Masons Apprenticeship Committee
 - Oregon & Southwest Washington Mason Trades Apprenticeship Committee
 - Oregon and Southwest Washington Floor Covering JATC
 - Oregon and Southwest Washington Glaziers, Architectural Metal and Glass Workers JATC
 - Pacific Northwest Ironworkers and Employers Local #29 Apprenticeship Committee
 - Southwest Washington Asbestos Workers, Heat and Frost Insulators Apprenticeship Committee
 - Southwest Washington Associated General Contractors Carpenters Committee
 - Southwest Washington Associated General Contractors Laborers Apprenticeship Committee
 - Southwest Washington Drywall Finishers Apprenticeship Committee
 - Southwest Washington Metal Trades Pipe fitters Apprenticeship Committee
 - Southwest Washington Plasterers Apprenticeship Committee
 - Southwest Washington Plumbers Apprenticeship Committee

- Southwest Washington Roofers Apprenticeship Committee
- Southwest Washington Steamfitters Apprenticeship Committee
- Western Oregon and Southwest Washington Painters Apprenticeship Committee

M/S/C to accept report of the Oregon Department.

34. AFFIRMATIVE ACTION AWARDS FOR 99/00. (PROGRAMS (WITH OVER 5 ACTIVE APPRENTICES) WHO MEET GOALS BY THE NUMBERS))

AGC, IUOE #701 Engineer Training Apprenticeship Committee

Met Affirmative Action goals by numbers for women and minorities for 1999.

Central Washington Carpenters and Millmen Apprenticeship Committee

Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Chelan County Public Utility District No. 1 Apprenticeship Committee

Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

City of Seattle, Washington Apprenticeship Committee

Met Affirmative Action goals by numbers for women and minorities for 1999 and for minorities for 2000.

City of Tacoma - Light Division Apprenticeship Committee

Met Affirmative action goals by numbers for women for 1999.

City of Tacoma - Public Works Traffic Engineering Apprenticeship Committee

Met Affirmative action goals by numbers for minorities for 1999 and 2000.

Columbia Basin Carpenters Apprenticeship Committee

Met Affirmative action goals by numbers for minorities for 1999 and 2000.

Construction Industry Training Council of Washington (carpenter)

Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Construction Industry Training Council of Washington (construction electrician)

Met Affirmative Action goals by numbers for minorities for 1999.

Cowlitz Association for Education of Young Children Apprenticeship Committee

Met Affirmative Action goals by numbers for women for 1999 and 2000, and for minorities for 2000

Dispensing Optician Joint Apprenticeship and Training Committee

Met Affirmative action goals by numbers for women for 1999 and 2000, and for minorities for 2000.

Early Care and Education Apprenticeship Committee

Met Affirmative action goals by numbers for women for 2000.

Eastern Washington, Northern Idaho, and Montana Asbestos Workers Apprenticeship Committee

Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Federal Way Fire Fighters Apprenticeship Committee

Met Affirmative Action goals by numbers for minorities for 1999.

Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee

Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Inland Empire Roofers and Employers Apprenticeship Committee

Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Inland Northwest Chapter Associated General Contractors Carpenters Apprenticeship Committee

Met Affirmative Action goals by numbers for minorities for 1999.

Inland Northwest Chapter Associated General Contractors Operators Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000, and for women for 1999.

Inland Northwest Masonry Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999.

Intalco Aluminum Corporation Joint Apprenticeship Training Committee
Met Affirmative Action goals by numbers for minorities for 2000.

J.R. Simplot Co. (Pasco) Industrial Maintenance Mechanic (PREVIOUSLY ISSUED)
Met Affirmative Action goals by numbers for minorities and women for 2000.

King County Carpenters Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

NECA-IBEW Electrical JATC
Met Affirmative Action goals by numbers for minorities for 1999.

North Cascade Eye Associates
Met Affirmative Action goals by numbers for women for 1999.

Northwest Automotive Heavy Duty Equipment Apprenticeship Committee
Met Affirmative Action goals by numbers by numbers for minorities for 1999 and 2000.

Northwest Laborers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Northwest Washington Marine Sheet Metal Training Committee
Met Affirmative Action goals by numbers for minorities and women for 1999 and 2000.

Northwest Washington Plumbers and Steamfitters Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Oregon & Southwest Washington Cement Masons Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Oregon & Southwest Washington Mason Trades Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Pacific Northwest Ironworkers & Employers Apprenticeship and Training Committee Local #14
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Pierce County Meatcutters Apprenticeship Committee
Met Affirmative Action goals by numbers for women for 1999 and for minorities for 2000.

Pierce County Roofers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Puget Sound Electrical Joint Apprenticeship and Training Committee
Met Affirmative Action goals by numbers for minorities for 1999.

Saint Gobain Container/GMP In-Plant Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 2000.

Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Seattle Area Roofers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Seattle Boilermakers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Seattle Meatcutters Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 2000.

Signal Electric Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 2000.

Snohomish County P.U.D. Number 1 Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999.

Southwest Washington Associated General Contractors Carpenters Committee
Met Affirmative Action goals by numbers for minorities and women for 1999 and 2000.

Southwest Washington Associated General Contractors Laborers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000, and for women for 1999.

Southwest Washington Pipe Trades Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Spokane Area Cement Finishers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Spokane Home Builders Association, Inc. Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 2000.

Tacoma Machinists Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

The Boeing/IAM Joint Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Vancouver Carpenters Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Washington Public School Classified Employees Apprenticeship Committee
Met Affirmative Action goals by numbers for women for 1999 and 2000.

Washington State Cosmetology Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities and women for 1999 and 2000.

Washington State Culinary Arts Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Washington State Department of Corrections
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Western States Engineers Training Institute
Met Affirmative Action goals by numbers for women for 1999.

Western Washington Carpet, Linoleum & Soft Tile Layers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Western Washington Cement Masons Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Western Washington Lathing, Acoustical & Drywall Systems & Thermal Insulation Installers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Western Washington Masonry Trades Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999.

Washington Construction Teamsters Apprenticeship Program
Met Affirmative Action goals by numbers for minorities and women for 1999 and 2000.

Western Washington Operating Engineers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Western Washington Operating Engineers Facilities Custodial Services Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000 and for women for 1999.

Western Washington Painting, Decorating and Drywall Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Western Washington Piledrivers, Bridge, Dock & Wharf Builders Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000

Western Washington Plasterers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Western Washington Stationary Engineers Apprenticeship Committee
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Weyerhaeuser Company Apprenticeship Committee (Raymond)
Met Affirmative Action goals by numbers for minorities for 1999 and 2000.

Yelm School District #2 Apprenticeship Committee
Met Affirmative Action goals by numbers for women for 1999 and 2000.

M/S/C to include the awards report as part of the Affirmative Action Subcommittee Report to the Council.

WSATC Annual Report Subcommittee

Report due April 2003

WSATC Reciprocity Subcommittee

No meeting, document in Montana to be signed and then to be sent back to Bruce Wilde

WSATC Special Subcommittee

none

WSATC Strategic Planning Committee

none

WSATC Transportation Strategic Committee

Susan Crane reported from the Transportation Strategic Committee. As you recall, as part of the passage of referendum - or part of the preparation for the passage of Referendum 51, the legislature charged the Apprenticeship Council with the responsibility of exploring and recommending options for expanding apprenticeship in the transportation industry.

The committee, which included Council member Nichols, Council member Carter, Council member Link, and myself, as well as a lot of people who are in this room and folks from the transportation industry, met numerous times over the last several months. And you may recall that in October we brought a draft of the report to the Council for submission and approval in form and that what we were going to be doing at that point was taking it back for some wordsmithing and have that to you this time around so that we could have that passed and sent on to the legislature. And that is what we are doing today.

WSATC Tie-Breaker Committee

none

WSATC WAC/RCW Committee

none

WSATC Members

none

M/S/C to accept reports.

OLD BUSINESS

1. GRAYS HARBOR PAPER L.P. APPRENTICESHIP COMMITTEE

Petition for Reconsideration of Standards Cancellation

M/S/C to reverse October 2002 decision and reinstate the standards.

NEW BUSINESS:

2. WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL POLICY ON OBJECTIONS AND ADMINISTRATIVE LAW JUDGE REFERRALS

DRAFT copies of the proposed policy have been made available. Written feedback may sent to the Department through February 15, 2003 and action concerning this policy will take place at the April 2003 meeting in Chelan.

M/S/C to table until April meeting.

Proposed Committees:

3. NORTHWEST WASHINGTON CARPET, LINOLEUM AND SOFT TILE LAYERS APPRENTICESHIP COMMITTEE

Carpet, Linoleum and Soft Tile Layer (DOT 864.481-010) 6000 hours

M/S/C to approve.

New Standards:

If there are any objections to the following Request for New Standards: **Directorate of Logistics, Ft. Lewis, Washington and Skookum Corporation Apprenticeship Program or Multicare Health System – Health Unit Coordinator Apprenticeship and Training Program**, please complete and return the ‘Notice of Contest or Objection to Proposed Standards of Apprenticeship’ form available on the L&I Apprenticeship web site (www.LNL.wa.gov/scs/apprenticeship). The Apprenticeship Section, Tumwater, Washington, must receive the original signed hard copy of Notice of Contest or Objection by **January 9, 2003**.

4. DIRECTORATE OF LOGISTICS, FT. LEWIS, WASHINGTON AND SKOOKUM CORPORATION APPRENTICESHIP COMMITTEE

Automotive Mechanic (DOT 620.261-010) 8000 hours

M/S/C to approve with update into the new WSATC standards format and:

- In Section I – geographical area to specify Kitsap and Pierce Counties;

- In Section II – Min Quals, remove “All individuals hired must successfully complete a physical examination including a drug screen”;
- In Section III.A. Paragraph one – move this to ‘min quals’ under “other” and **ADD:** “Applicants will be considered in order of seniority in the selection process.” And, at the Council’s request, are willing to **ADD:** “For the purposes of affirmative action, willing to recruit outside of the company.”;
- In Section VII – delete paragraph after table; and
- In Section X.D – change to “automotive mechanic” equipment instead of “heavy duty”

5. **MULTICARE HEALTH SYSTEM – HEALTH UNIT COORDINATOR APPRENTICESHIP & TRAINING PROGRAM**

Health Unit Coordinator

(DOT 201.362-014)

2000 hours

M/S/C to approve with the following:

- In Section I – geographical area define South King County as: within the city boundaries of Auburn and Kent WA
- In Section II.Other – agreed to add statement “all applicants will be Multicare employees, but for the purposes of affirmative action, Multicare will consider recruiting outside of the company”
- In Section III.A second paragraph – move ASSET to “Other” under ‘min quals’
- In Section III.A third paragraph – move SLEP to “Testing” under ‘min quals’
- Sexual Harassment Policy 115 has been submitted to Central Office and distributed at Thursday’s meeting
- Policy 101 page 1 of 3, Section 1, under Specifications, ‘Letter of Exemption’ on file for initial appraisal period exceeding 90 days.
- Letter on file requesting exemption to Council’s probationary period
- In Section IX – eliminate the ‘X’ from ‘State Community and Technical Colleges’
- In Section X.C -- distributed Union Waiver Council

Revised Standards:

If there are any objections to the following Request for Revised Standards: **I.E.C. of Washington Apprenticeship and Training Committee; Northeastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship Committee; Spokane Home Builders Association, Inc. Apprenticeship Committee; Washington State Department of Labor & Industries / Classified Employees Joint Apprenticeship and Training Committee; or West Sound Pipe Trades Apprenticeship Committee;** please complete and return the ‘Notice of Contest or Objection to Proposed Standards of Apprenticeship’ form available on the L&I Apprenticeship web site (www.LNI.wa.gov/scs/apprenticeship). The Apprenticeship Section, Tumwater, Washington, must receive the original signed hard copy of Notice of Contest or Objection by **January 9, 2003**.

6. **I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE**

Section I: Geographical Area Covered

Section II: Minimum Qualifications
 Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 A. Selection Procedures
 B. Equal Employment Opportunity Plan
 Section IX: Related/Supplemental Instruction
 The following sections were submitted on request form, inadvertently left off the agenda, however, reviewed and approved by the Council:
 Section X: Administrative/Disciplinary Procedures
 Section XI: Committee – Responsibilities and Composition

M/S/C to refer Section I back to the sponsor

M/S/C to approve with update into the WSATC new format standards and Sections II, III, IX, X, and XI, with the following:

- In Section III.A – Employer to pay for physical
- In Section IX – change RSI hours from 144 to 200 hours

7. NORTHEASTERN WASHINGTON AND NORTHERN IDAHO PAINTERS AND ALLIED TRADES APPRENTICESHIP COMMITTEE

Merge this program with SE Washington Painter, Decorators, & Drywall JATC (contingent upon the cancellation of the SE WA Painting, Decorating, and Drywall JATC Standards) and rename to: **Eastern Washington and Northern Idaho Painters and Allied Trades Joint Apprenticeship and Training Committee**

Section I: Geographical Area Covered
 Section II: Minimum Qualifications
 Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 A. Selection Procedures
 B. Equal Employment Opportunity Plan
 Section IV: Term of Apprenticeship
 Section V: Initial Probationary Period
 Section VI: Ratio of Apprentices to Journey Level Workers
 Section VII: Apprentice Wages and Wage Progression
 Section VIII: Work Processes
 Section IX: Related/Supplemental Instruction
 Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format and the following agreement concerning “Intent to hire”:

‘Intent to hire’ has potential for disparity impact. Sponsor is willing to document affirmative action activity over the next year and if no improvement is found, the sponsor will remove the ‘intent to hire’ statement

8. SPOKANE HOME BUILDERS ASSOCIATION, INC., APPRENTICESHIP COMMITTEE

Section I: Geographical Area Covered
 Section II: Minimum Qualifications

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
 - B. Equal Employment Opportunity Plan
- Section V: Initial Probationary Period
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section IX: Related/Supplemental Instruction
- Section X: Administrative/Disciplinary Procedures
- Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format.

9. WASHINGTON STATE DEPARTMENT OF LABOR & INDUSTRIES / CLASSIFIED EMPLOYEES JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Add New Occupation:

Industrial Relations Agent (DOT 166.267-042) 4500 hours

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
- Section IV: Term of Apprenticeship
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes

M/S/C to approve.

10. WEST SOUND PIPE TRADES APPRENTICESHIP COMMITTEE

- Section I: Geographical Area Covered
- Section VII: Apprentice Wages and Wage Progression
- Section XIII: Training Director/Coordinator

M/S/C to approve with the following:

- In Section III.A.2 -- applications may be picked up in person, by the applicant, at 1309 Highland Avenue in Bremerton WA (Plumber's and Steamfitters' Hall)

11. ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE

(Industrial Maintenance Electrician)

Name Change: **FROM** above name **TO: Alcoa Industrial Maintenance Electrician JATC**
(throughout the document)

- Section I: Geographical Area Covered
- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
 - B. Equal Employment Opportunity Plan
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

**12. ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE
(Industrial Maintenance Mechanic)**

Name Change: **FROM** above name **TO: Alcoa Industrial Maintenance Mechanic JATC**
(throughout the document)

Section I: Geographical Area Covered

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

**13. CENTRAL WASHINGTON CARPENTERS AND MILLMEN
APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section IV: Term of Apprenticeship

Section X: Administrative/Disciplinary Procedures

M/S/C to approve with map of geographical area and update into the new WSATC standards format.

**14. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP
COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section VII: Apprentice Wages and Wage Progression

Section IX: Related/Supplemental Instruction

Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format.

15. COLUMBIA BASIN CARPENTERS APPRENTICESHIP COMMITTEE

Cover Sheet:

Acoustical Carpenter	(DOT 860.381-010)	5200-8000 hours
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Drywall Applicator	(DOT 842.361-030)	5200-8000 hours
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Lather	(DOT 842.361-010)	5200-8000 hours
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Change: 5200 – 8000 HOURS **to read:** 3900 – 6000 HOURS for above occupations

Delete: DRYWALL, METAL STUD (DOT 860.381-010) 5200 – 8000 HOURS

Section I: Geographical Area Covered
 Section II: Minimum Qualifications
 Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 A. Selection Procedures
 B. Equal Employment Opportunity Plan
 Section IV: Term of Apprenticeship
 Section V: Initial Probationary Period
 Section VI: Ratio of Apprentices to Journey Level Workers
 Section VII: Apprentice Wages and Wage Progression
 Section VIII: Work Processes
 Section IX: Related/Supplemental Instruction
 Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

16. KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE

Revise Cover to read:

Scaffold Erector (DOT 860.381-042) 5200-8000 hours

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 A. Selection Procedures
 Section IV: Term of Apprenticeship
 Section VII: Apprentice Wages and Wage Progression
 Section VIII: Work Processes

M/S/C to approve items other than the extension of the apprenticeship to 8,000 hours for scaffold builder until they can bring more convincing evidence that it is needed, to the Council.

17. LONGVIEW – KELSO CARPENTERS AND MILLWRIGHTS APPRENTICESHIP COMMITTEE

Name Change: **FROM** above name **TO: Oregon & Southwest Washington Carpenters J.A.T.C. Region 10**

Section II: Minimum Qualifications
 Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 A. Selection Procedures
 B. Equal Employment Opportunity Plan
 Section V: Initial Probationary Period
 Section VI: Ratio of Apprentices to Journey Level Workers
 Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format and reflect in II.B age qualifications “18 years or older”.

18. NORTH PUGET SOUND CARPENTERS JATC

Revise Cover to read:

Scaffold Erector (DOT 860.381-042) 5200-8000 hours

Section IV: Term of Apprenticeship
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes

M/S/C to approve items other than the extension of the apprenticeship to 8,000 hours for scaffold builder until they can bring more convincing evidence that it is needed, to the Council.

19. NORTHWEST LINE CONSTRUCTORS APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
Section VII: Apprentice Wages and Wage Progression
Section IX: Related/Supplemental Instruction
Section X: Administrative/Disciplinary Procedures
Section XI: Committee – Responsibilities and Composition

Withdrawn by Sponsor.

20. OAK HARBOR POLICE DEPARTMENT

Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Equal Employment Opportunity Plan
Section VII: Apprentice Wages and Wage Progression

M/S/C to approve with update into the new WSATC standards format.

21. OREGON AND SOUTHWEST WASHINGTON PILEDRIVER JATC

Name Change: **FROM** above name **TO: Oregon & Southwest Washington Carpenters J.A.T.C. Piledrivers**

Section II: Minimum Qualifications
Section V: Initial Probationary Period
Section VII: Apprentice Wages and Wage Progression
Section IX: Related/Supplemental Instruction
Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format and reflect in II.B age qualifications “18 years or older”.

22. PENINSULA LIGHT COMPANY APPRENTICESHIP COMMITTEE

Cover Sheet: Change from **6000** to **8000** hours
Section IV: Term of Apprenticeship
Section V: Initial Probationary Period
Section VI: Ratio of Apprentices to Journey Level Workers
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes
Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

23. PIONEER INDUSTRIES MACHINIST INTERNAL APPRENTICESHIP COMMITTEE

Section X: Administrative/Disciplinary Procedures

M/S/C to approve with update into the new WSATC standards format.

24. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP & TRAINING COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section VI: Ratio of Apprentices to Journey Level Workers

Section V: Initial Probationary Period

Section X: Administrative/Disciplinary Procedures

M/S/C to approve with the following:

- Sponsor pulled from their Request for Revision of Standards Section II.A.1 Testing paragraph
- In Section III.A.9 -- Sponsor requested to change 'TERO' to 'TRIBAL'

25. SOUTHWEST WASHINGTON ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section VII: Apprentice Wages and Wage Progression

M/S/C to approve with update into the new WSATC standards format and the following:

- In Section II – delete 'testing'
- In Section III – change III.A.6.c to III.A.7.c
- In Section X.K. – remove June 19, 1978 from standards

26. SOUTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE

Section I: Geographical Area Covered (removed Mason County)

Section VII: Apprentice Wages and Wage Progression

M/S/C to approve with update into the new WSATC standards format and the following:

- In Section II – remove testing question on the aptitude test from standards
- In Section III – address for applications: 8501 Zenith Ct. NE, Lacey WA
- In Section III.A.2 – change 'election' to 'selection'
- Program will provide for its file with the Department a copy of the 'utilization study' that is referenced in the standards
- In Section IX.B – place an 'X' in State Community and Technical Colleges
- In Section X.I – replace 'good' with 'appropriate'

27. SPOKANE AREA CEMENT FINISHERS APPRENTICESHIP COMMITTEE

Name Change: **FROM** above name **TO: Eastern Washington and Northern Idaho Cement Masons Apprenticeship Committee** (throughout the document)

- Section I: Geographical Area Covered (adding Idaho counties)
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
Section VI: Ratio of Apprentices to Journey Level Workers
Section IX: Related/Supplemental Instruction
Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format.

28. VANCOUVER CARPENTERS APPRENTICESHIP COMMITTEE

Name Change: **FROM** above name **TO: Oregon & Southwest Washington Carpenters J.A.T.C. Region 9**

- Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Equal Employment Opportunity Plan
Section V: Initial Probationary Period
Section VI: Ratio of Apprentices to Journey Level Workers
Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new WSATC standards format and reflect in II.B age qualifications “18 years or older”.

Cancellation Of Apprenticeship Committees:

29. SOUTHEASTERN WASHINGTON PAINTER, DECORATORS & DRYWALL APPRENTICESHIP COMMITTEE (Sponsor’s Request) (**cancellation of this program is contingent upon approval of the revisions of the NE WA & N ID Painters and Allied Trades JATC Standards**)

M/S/C to concur with the request of cancellation.

30. UNITED CITIZENS BETTERMENT ORGANIZATION (Sponsor’s Request)

M/S/C to concur with the request of cancellation.

ADMINISTRATIVELY APPROVED REVISIONS:

Name Change:

**31. FROM: ‘FLUOR HANFORD FIRE DEPARTMENT APPRENTICESHIP COMMITTEE’
TO: ‘HANFORD FIRE DEPARTMENT APPRENTICESHIP COMMITTEE’**

M/S/C to approve.

Selection Procedure:

32. EASTERN WASHINGTON – NORTHERN IDAHO CARPENTERS APPRENTICESHIP COMMITTEE

33. NORTHWEST WASHINGTON PLUMBERS AND STEAMFITTERS APPRENTICESHIP COMMITTEE

34. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE

M/S/C to approve items 32 – 34.

Equal Employment Opportunity Plan:

35. EASTERN WASHINGTON – NORTHERN IDAHO CARPENTERS APPRENTICESHIP COMMITTEE

36. GRAYS HARBOR P.U.D. NO. 1 APPRENTICESHIP COMMITTEE

M/S/C to approve items 35 – 36.

Apprentice Wages and Wage Progression:

37. THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

M/S/C to approve.

Related/Supplemental Instruction:

**38. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(Carpenter 860.381-022)**

39. HONEYWELL MACHINIST APPRENTICESHIP PLANT PROGRAM

M/S/C to approve items 38 – 39.

Committee Composition:

**40. ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE
(Industrial Maintenance Electrician)**

**41. ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE
(Industrial Maintenance Mechanic)**

42. AVISTA CORPORATION

43. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE

44. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE

**45. COWLITZ ASSOCIATION FOR EDUCATION OF YOUNG CHILDREN
APPRENTICESHIP COMMITTEE**

46. DISPENSING OPTICIAN JOINT APPRENTICESHIP TRAINING COMMITTEE

**47. EASTERN WASHINGTON-NORTHEAST OREGON AREA PLUMBERS,
STEAMFITTERS, AND REFRIGERATION FITTERS APPRENTICESHIP COMMITTEE**

48. GRAYS HARBOR PAPER L.P. APPRENTICESHIP COMMITTEE

49. GRAYS HARBOR P.U.D. NO. 1 APPRENTICESHIP COMMITTEE

- 50. IBEW LOCAL UNION #76/SOUTHWEST WASHINGTON CHAPTER N.E.C.A. APPRENTICESHIP COMMITTEE**
- 51. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE**
- 52. INLAND EMPIRE PLUMBING AND PIPEFITTING INDUSTRY APPRENTICESHIP TRAINING COMMITTEE**
- 53. LONGVIEW – KELSO CARPENTERS AND MILLWRIGHTS APPRENTICESHIP COMMITTEE**
- 54. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE**
- 55. NORTHWEST LINE CONSTRUCTORS APPRENTICESHIP COMMITTEE**
- 56. OAK HARBOR POLICE DEPARTMENT**
- 57. OREGON AND SOUTHWEST WASHINGTON PILEDRIVER JATC**
- 58. PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS LOCAL #86 APPRENTICESHIP COMMITTEE**
- 59. PIONEER INDUSTRIES PRECISION SHEET METAL INTERNAL APPRENTICESHIP COMMITTEE**
- 60. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
- 61. SAINT-GOBAIN CONTAINERS MOLDBAKER APPRENTICESHIP COMMITTEE**
- 62. SAINT-GOBAIN CONTAINER/GMP IN-PLANT APPRENTICESHIP COMMITTEE**
- 63. SOUTHWEST WASHINGTON ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
- 64. SOUTHWEST WASHINGTON ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE**
- 65. SOUTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE**
- 66. VANCOUVER CARPENTERS JATC**
- 67. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE**
- 68. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (1185) (2 requests)**
- 69. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (1186) (2 requests)**
- 70. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (1187) (2 requests)**
- 71. WASHINGTON STATE COSMETOLOGY APPRENTICESHIP COMMITTEE**
- 72. WESTERN WASHINGTON STATIONARY ENGINEERS APPRENTICESHIP COMMITTEE**
- 73. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE (2 requests)**
- 74. WESTERN WASHINGTON PAINTING, DECORATING AND DRYWALL APPRENTICESHIP COMMITTEE**

M/S/C to approve items 40 – 74.

Sub-Committee:

**75. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE
(Hydroelectric Maintenance Machinist)**

**76. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE (Electrical
Crafts Apprenticeship Committee (ECAC))**

M/S/C to approve items 75 – 76.

Training Director/Coordinator:

77. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE

78. EASTSIDE FIRE & RESCUE FIRE FIGHTERS APPRENTICESHIP COMMITTEE

79. FLUOR HANFORD FIRE DEPARTMENT APPRENTICESHIP COMMITTEE

80. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE

81. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (1185)

82. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (1186)

83. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (1187)

M/S/C to approve items 77 – 83.

Composition of Committee (Introductory Paragraph Only):

84. FLUOR HANFORD FIRE DEPARTMENT APPRENTICESHIP COMMITTEE

M/S/C to approve.

THURSDAY (1:00 – 4:30 PM): Petition for Review – CITC Operating Engineer Standards – WSATC to make decision on hearing at regularly scheduled council meeting in April.

GOOD AND WELFARE

None

DATE AND LOCATION OF NEXT MEETING:

APRIL 17 – 18, 2003
CAMPBELLS RESORT ON LAKE CHELAN
104 W. WOODIN
LAKE CHELAN, WA 98816
800-553-8225; 509-682-2561

FUTURE MEETING SITES:

JULY 2003	VANCOUVER
OCTOBER 2003	SPOKANE
JANUARY 2004	TUMWATER
APRIL 2004	BELLINGHAM

ADJOURNMENT